

TRANSCRIPT PREPARED BY THE CLERK OF THE LEGISLATURE  
Transcriber's Office  
FLOOR DEBATE

May 21, 2001

LB 772

make those choices every day. We pick out some and we say yes to them and we say no to others and it's based on what our collective judgment is. But is there a difference between the legislative employees and the employees in our code agencies and our state employees? You bet. Why should we treat our employees different? Well, they have their own separate personnel system. They are not part of a union. They're not represented by that. They don't have any input into their salary and benefit negotiations. They're totally subject to what we do. They don't have any input on the collective bargaining end. They're exempt from overtime laws which the rest of the state employees, the code agencies, are covered by those wage and hour laws, primarily overtime. Our policies are determined by an Exec Board that changes every two years. They're covered by things like the Family Medical Leave Act and others. In terms of due process, they have no job security. They have no due process rights or very limited due process rights. What about the chances for enhancement (sic--advancement)? Those code agencies have lots of places for people to move up. Here, most of our moves are lateral. You move from one legislator to another. There's not that much of an opportunity to move up into those other salary grades. What about management? You know, if you have stable management, at least it's an easier environment to work in. We don't have stable management here because of our system, because of the elections, because of the turnover in leadership, because of all the things that you and I think are great about this process are nonexistent. Why are you going to expect that good people are going to come here and spend some time? If you're going to look at other agencies that you're going to go to work for, they've got that stability. Those other agencies have people that are involved in the political action process. Our employees have none of those sorts of things. There's no legal representation when they're terminated. If you're in a code agency, you get those. Those are all things that maybe you and I take for granted because we don't have them as legislators, but this isn't our life. It is theirs. If there's any one thing that you're going to do for people,...

SENATOR CUDABACK: One minute.